

**The School District of Escambia County  
Multi-Tier System of Supports (MTSS) Plan for Behavior**

<b>School:</b> Brentwood Elementary	<b>School Year:</b> 2018-2019	<b>Date of Plan:</b> 08/16/2018
<b>Note:</b> Please refer to the <i>Guidelines for Developing a Multi-Tier System of Supports (MTSS) Plan for Behavior</i> for instructions and recommendations. The <b>Committee will meet</b> Every Month <b>at</b> Rm 13 Behavior Coaches Office.		
<b>Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders in the space below.</b> The behavior coach will review data daily and summarize it weekly. Every month the PBS team will meet to review the data and the charts and discuss changes that need to be made and how if they were successful. The data will be shared at the faculty meetings with all staff and also on a PBS google drive document that can be viewed at any time by appropriate faculty and staff. Data will also be shared with PTA and at SAC meetings.		

**STATEMENT OF PURPOSE**

## The School District of Escambia County Multi-Tier System of Supports (MTSS) Plan for Behavior

Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Scotti Mason	1. Positive Behavior Coach / RTIB
2. Jennifer Sewell	2. Principal
3. Quinn Evans	3. Assistant Principal
4. Gail O'Neal	4. Guidance Counselor
5. Nancy Prout	5. RTI-A and Academic Coach
6. Julie Mayhair	6. Kindergarten Teacher
7. Kendra Strother	7. 1 <sup>st</sup> Grade Teacher
8. Lori Herron	8. 2 <sup>nd</sup> Grade Teacher
9. Mindy Hendrix	9. 3 <sup>rd</sup> Grade Teacher
10. Tonya Morris	10. 4 <sup>th</sup> Grade Teacher

### SMART GOAL

To provide a loving safe climate of cooperation, academic excellence, social and emotional competence, while providing a safe and positive educational experience for all students.

### SCHOOL-WIDE BEHAVIORAL GOALS

**Office Discipline Referrals:** To reduce ODR's by 2% when compared to the 2017-2018 school year. Brentwood has a Zero Tolerance policy for fighting.

## The School District of Escambia County Multi-Tier System of Supports (MTSS) Plan for Behavior

**Out-of-School Suspensions:** To Reduce OSS's by 2% when compared to the 2017-2018 school year by using in class and school interventions instead of OSS. The use of detention will be used as well as the district wide matrix to give the student adequate time to adjust their behaviors when given interventions.

**In-School Suspensions:** ISS will only be used for parts of the day as a consequence and intervention before OSS. ISS will be monitored by using "in house" data and Focus. Data will be reviewed to address any issues.

**Discipline Disproportionality:** All students will be treated equally and given all the same opportunities, rewards, and consequences. All students will be treated with respect. The behavior management team will monitor our disproportionality data monthly and make changes to our plan as needed.

**Chronic Absenteeism:** The guidance counselor will address absent students through phone calls, letters, meetings, and when needed a VT. We will use positive incentives to encourage students to be on time and to attend school daily.

**Bullying Prevention:** We use the Bucket Filler book, as well as school expectations on how to treat one another to prevent bullying. We also tell students to seek out a teacher or the behavior coach if there are any concerns of bullying. All bullying issues will be addressed immediately. We will continue to train 100 % of all staff, faculty and student on how to identify and prevent bullying. The training will include what to do in the event a student encounters bullying. We are zero tolerance for bullying.

**Other:** We will offer after school and during school detention as a consequence based on the behavior concern and situation as an intervention before using ISS or OSS. Detention data will be reviewed monthly.

### TEACHING EXPECTATIONS AND RULES

## **The School District of Escambia County Multi-Tier System of Supports (MTSS) Plan for Behavior**

### **How will your school introduce the school-wide expectations and rules to all of your students and staff?**

The behavior coach did a presentation to the school during pre-planning. The behavior coach also met with each teacher individually about the expectations and PBS plan. The PBS team provided each teacher a packet of mini-lessons to teach procedures, rules, and expectations during the first 10 days of school. Expectations are posted throughout the school and scroll on the daily morning show. The principal shares these with parents through the school newsletter, school website, Facebook, and a video presentation during Open House. The expectations are used on the daily citizenship cards that are sent home.

### **During the school year, what activities will your school implement to encourage on-going direct instruction of the school-wide expectations and rules? How will your school embed the expectations and rules into the daily curriculum?**

Video presentations will be done on the school's news show. We will promote positive behavior with posters, flyers, and presentations. Teachers will teach and reteach them throughout the year with the use of their social contracts. Expectations are also a part of their daily citizenship. Students will compete in competitions to display the expectations through the use of pictures, drawings, writings, songs, poems, etc. The top choices will be displayed and changed throughout the year.

### **How often will you plan to provide refresher training on expectations and rules to staff and students in your school? How will you orient and teach new students who arrive mid-year?**

All teachers will introduce the PBS system, expectations, rules, and procedures with every new student. Teachers will use this time to review it with their classes. Teachers are expected to review them after all holidays or long weekends. Refresher trainings will be provided at various faculty meetings. Periodically throughout the year, teachers will review all school wide expectations and re-read "Have you filled a bucket today?"

# The School District of Escambia County Multi-Tier System of Supports (MTSS) Plan for Behavior

## REWARD/RECOGNITION PROGRAM

### **What type of incentive/recognition/reward system will you use?**

Teachers will use the book "Have you Filled a Bucket Today?" by Carol McCloud to encourage positive behavior, kindness, and appreciation to others. Students will earn bucket tickets and Cub Bucks as a reward for positive behavior. Teachers will use their buckets for an in-class reward, the teachers will fill the bucket with little pom-poms each time they fill someone's bucket and when full will earn an reward.

Each week a student from each class will be chosen as bucket filler of the week and will earn a certificate and Cub Bucks. Their pictures will be posted outside of their classrooms.

Students will earn Cub Bucks points for behavior, academic, and attendance.

Students will earn Cub Bucks through our new program PBIS Rewards.

### **Describe the behaviors for which you will reward or recognize students as stated in the expectation matrix.**

Students who are demonstrating safe, respectful, responsible, and attentive behaviors will be given Cub bucks to be used in conjunction with the PBIS Rewards site. Students will be recognized for changing/ improving their behaviors as well. Teachers will choose one student each week who is excelling at demonstrating the expectations to be their student of the week and will be recognized.

For students to earn Cub Bucks, they must come to school on time, follow all school wide expectations, do their work, and be a bucket filler. Each teacher will individually set additional goals for their classrooms to earn additional points.

Students in the RTIB process will earn rewards based on their daily goals.

### **How will you implement the reward system?**

PBIS Rewards is new to Brentwood, we will introducing the program to the staff and then to the students. Each employee will be set up in the program, as well as all students. The behavior coach will manage the website. A schedule for students to show the PBS online store will be set up by grade level. Cub bucks will be given out daily, all day.

# The School District of Escambia County Multi-Tier System of Supports (MTSS) Plan for Behavior

## TRAINING AND IMPLEMENTATION

### **Describe any training needs, material needs, and/or environmental arrangements necessary to implement your Multi-Tier System of Supports (MTSS) Plan for Behavior.**

Initial PBS training was provided for Brentwood faculty. We will provide continued support from the district PBS coordinator to maintain the integrity and consistency of the program. Poster and banners are used to promote our PBS program. We will need continual training for new teachers in Capturing Kids Hearts, Kagan Strategies, and Whole Brain techniques. These trainings are a huge priority. We have also started training for Trauma Informed Care and will attend a training in October. A few teachers have already attended one and we would like all to be able to attend. We also use the one-day safety care training for teachers that need extra support with behavior concerns.

### **Describe how your school will train all faculty and staff on your Multi-Tier System of Supports (MTSS) Plan for Behavior. How will you orient and teach new faculty and staff who arrive mid-year?**

We provided a one hour training during Pre-Planning Week. This was presented by the Positive Behavior Coach with support by the Principals.

We will provide refresher training at faculty meetings as needed.

We will continually review expectations and protocols with students, faculty, and staff as needed. New staff will attend a training with the behavior coach to review the process during their first week starting at Brentwood. There was also a slideshow created with all necessary information that is shared on the PBS Google Drive. Each teacher also receives a packet with vital information and a mentor to help with any additional questions.

### **What school-wide routines and procedures will be implemented by all faculty and staff to facilitate your Multi-Tier System of Supports (MTSS) Plan for Behavior?**

Consistent:

Drill procedures, arrival procedures, hallway procedures, cafeteria procedures, restroom procedures, recess procedures, dismissal procedures, reflection, dress code, gaining attention procedures, voice volumes, gym and playground procedures.

## **The School District of Escambia County Multi-Tier System of Supports (MTSS) Plan for Behavior**

### **How will you achieve and maintain faculty and staff buy-in to your school's plan?**

We will provide constant feedback with evidence based data that demonstrates the effectiveness of the implementation of PBS. We will show data of reduced OSS, ISS, and ODR's at the school from year to year. We will allow for frequent feedback from faculty and staff on what they like, dislike, what worked for them, and what they would like to change.

Each grade level has a representative on the PBS Team.

We will provide surveys for teachers to share their thoughts, ideas, concerns, and questions.

We will give shout-outs and have other teachers give shout outs to recognize and praise others. We will thank teachers with treats and special luncheons.

### **TRAINING AND IMPLEMENTATION (CONT.)**

#### **Describe how you will monitor the implementation of your Multi-Tier System of Supports (MTSS) Plan for Behavior.**

[Click here to enter text.](#)

We will meet monthly with each grade level to make sure that it is being implemented correctly. We will analyze data. We will investigate and track each student as they progress through the nine week period and support them in the areas they are struggling.

We will study the data used for the SWBMP quarterly reports along with RTIB data. RTIB results will be reviewed daily and summarized weekly.

#### **How will your school actively involve parents and community members in the activities and programs that involve teaching and rewarding the school-wide expectations and rules?**

We will provide information in school newsletters, flyers, the Brentwood website, and the Brentwood Facebook page.

We will provide an overview at Open House. Teachers will also explain it during Open House.

We are working with PTA and will invite parents and families to volunteer.

We will provide training for parents about PBS and with school curriculum resources.

We will send home information about the PBIS Rewards program and how they can be involved at home with the program.

**The School District of Escambia County  
Multi-Tier System of Supports (MTSS) Plan for Behavior**

**Describe how you will implement an ILR program at your site, and describe how you will monitor its effectiveness. (Middle and High School ONLY)**

N/A